

Workforce System Acronyms

<u>INITIALS</u>	<u>TRANSLATION</u>	<u>NOTES</u>
ABE	Adult Basic Education	Instructional program for people with needs for basic education (grades 1-8). Typically comprises ESOL programs as well as ABE for English speakers
AIM	Associated Industries of Massachusetts	Largest nonprofit, nonpartisan association of Massachusetts employers.
BRAC	Base Relocation and Closure	Initials for programs designed to help civilian and military separations when a base for one of the Armed Services closes.
C.M.R.	Code of Massachusetts Regulations	Regulations promulgated by state agencies pursuant to the Administrative Procedures Act (M.G.L. c. 30A).
CBO	Community Based Organizations	Non-profit organizations that provide assistance to the local community for a variety of programs and services.
Chained CPI		
CCS	Career Center Seminar	Workshop offered at all career centers to introduce people to the features of that career center and introduce people to starting their job search. Recommended for all Customers. Mandatory seminar for claimants collecting unemployment benefits - provides overview on Career Center services, claimants rights and responsibilities.
CIP	Classification of Instructional Programs	A taxonomy of instructional program classifications and descriptions developed by the U.S. Department of Education
CIS	Career Information System	Web-based program that helps citizens of the Commonwealth make informed decisions about career and training choices, among others. See MASSCIS.
COBRA	Consolidated Omnibus Budget Reconciliation Act	Group health plans sponsored by employers with 20 or more employees offer employees and their families the opportunity for a temporary extension of health coverage (called continuation coverage) in certain instances where coverage under the plan would otherwise end.
CommCorp	Commonwealth Corporation	Quasi-public organization responsible for administering and delivering a wide range of public and privately funded initiatives for employment and training purposes. Reports to DWD.
CORI	Criminal Offender Record Information	Record of Massachusetts criminal history, including any time arraigned in court on a criminal charge, no matter what the final outcome of the charge was.
DAS	Division of Apprenticeship Standards	Massachusetts' oversight agency for registered apprenticeship programs.
DESE	Department of Elementary & Secondary Education	
DIA	Department of Industrial Accidents	Workers' compensation program.
DLR	Division of Labor Relations	Public sector dispute resolution.
DOE	Department of Education	Federal and state agencies that governs many training programs, implements federal training programs, oversees education, and sets educational policies.
DOL	Department of Labor	Federal and state agencies that govern numerous employment & training programs.
DOR	Department of Revenue	
DOS	Division of Occupational Safety	Workplace safety and health programs; wages and working conditions.
DTA	Department of Transitional Assistance	Name for Massachusetts department managing welfare/public assistance programs.
DUA	Division of Unemployment Assistance	Manages the Unemployment Insurance program, which provides temporary income support to workers who have lost their jobs through no fault of their own, manages the Medical Security program, and gathers and disseminates information about the Massachusetts economy, its industries and its growth patterns. Reports to DWD.

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DVOP	Disabled Veterans' Outreach Program	Federally-funded program that provides intensive services to meet the employment needs of disabled and other eligible veterans.
DVS	Department of Veterans' Services	Agency that establishes policy, proposes legislation, ensures that adequate funding for veterans' programs is included in the Governor's budget, and generally represents the interests of veterans.
DWD	Department of Workforce Development	State agency that oversees several agencies providing employment and training assistance to citizens of the Commonwealth. Agencies include: Division of Career Services (DCS), Division of Unemployment Assistance (DUA), Division of Apprenticeship Training (DAT), Commonwealth Corporation (Comm Corp), and the State Workforce Investment Board.
EAEDC	Emergency Aid to Elderly, Disabled, & Children	Welfare/Public Assistance program.
EAP	Employee Assistance Program	Employee benefits programs offered by many employers, typically in conjunction with a health insurance plan. EAPs are intended to help employees deal with personal problems that might adversely impact their work performance, health, and well-being.
EAS	Employment Assistance Services	Grant for services delivered to DTA referred welfare clients to assist them in finding gainful employment through FY2006. Replaced by JSJR in October 2006.
ELL	English Language Learner	
EOLWD	Executive Office of Labor and Workforce Development	Labor and workforce development policies, programs and services.
EPRS	Employee Performance Review System	Performance evaluation process for non-managers
ERLP	Education Rewards Loan Program	Pilot program to help Commonwealth citizens obtain financing for training in demand occupations. Pilot program for 2004 and 2005.
ERR	Employment Retention Rate	Of those participants employed in the 1st quarter after the exit quarter, the number who are employed in both the 2nd and 3rd quarters after the exit quarter divided by the number of participants who exit during the quarter.
ESL	English as a Second Language	Instruction for teaching English to residents of the Commonwealth with non-English primary language skills. See ESOL.
ESOL	English for Speakers of Other Languages	Instruction for teaching English to residents of the Commonwealth with non-English primary language skills. See ESL.
ESP16	DTA eligibility form	Establishes the eligibility for recipients to be provided with training and other job acquisition services.
ETA	Employment & Training Administration (DOL)	Administers federal government job training and worker dislocation programs, federal grants to states for public employment service programs, and unemployment insurance benefits. These services are primarily provided through state and local workforce development systems.
FBP	Federal Bonding Program	
FEDES	Federal Employment Data Exchange System	A pilot initiative that provides information on federal employment to participating states to help them meet their reporting requirements.
FEIN	Federal Employer Identification Number	Assigned the Internal Revenue Service for the reporting of tax-related income and expenses by business and private entities.
FLC	Foreign Labor Certification	provides that certain foreign workers may obtain a visa for entrance into the US in order to engage in permanent/temporary employment if the Secretary of Labor has first certified.

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FMLA	Paid Family and Medical Leave Act	Federal Law allowing eligible employee up to a total of 12 workweeks of unpaid leave during any 12-month period for medical leave or taking care of family
FPIG	Federal Poverty Income Guidelines	Federal poverty measure, updated each year by the Census Bureau.
GBLS	Greater Boston Legal Services	Provides free civil (non-criminal) legal assistance to low-income people in Boston and thirty-one additional cities and towns.
H-2A		H-2A temporary agricultural program establishes a process for agricultural employers who anticipate a shortage of domestic workers to bring non-immigrant foreign workers to the U.S. to perform agricultural labor or services of a temporary or seasonal nature.
H-2B		H-2B nonimmigrant visa classification, foreign workers may come temporarily to the United States to perform temporary non-agricultural work.
HIPAA	Health Insurance Portability and Accountability Act	Protection of confidentiality and security of health data through setting and enforcing standards
HITG	Hiring Incentives Training Grant	A program which offers incentives to employers to subsidize new hires that are citizens of the Commonwealth and were permanently separated from their previous jobs and/or have been unemployed for over one year.
HiSET	Highschool equivalency test	
HMO	health maintenance organization	Type of managed care organization (MCO) that provides a form of health care coverage
HRD	Human Resources Department (state)	Department with overall human resources responsibility for state employees.
HRIS	Human Resources Information System	Online information system for hiring and updating employee information.
ITA	Individual Training Account	A voucher that allows qualified and eligible residents of the Commonwealth to attend training courses paid for by public funds.
IVRS	Interactive Voice Response System	Interactive phone system where information and transactions can be performed by claimants.
JLMC	Joint-Labor Management Commission	Mediation and conciliation for collective bargaining.
JOLTS	Job Openings, Layoff, and Turnover Survey	
JSJR	Job Search Job Ready	This program is designed to ensure the provision of Job Search Job Ready (JSJR) to eligible TAFDC customers to economic self-sufficiency through the receipt of high quality, comprehensive employment services through the One Stop Career Center system.
JVS	Job Vacancy Survey	An ongoing semi-annual survey that began in the 4th quarter of 2002. A random sample of 10,000 Massachusetts employers are surveyed each round.
LLSIL	Lower Living Standard Income Level	Income guidelines for use when determining economically disadvantaged/low income status for eligibility under the Workforce Investment Act and other programs.
LMI	Labor Market Information	Reports and data about employment levels, unemployment rates, wages and earnings, employment projections, jobs, training resources and careers.
LTD	Long-Term Disability	Insurance that a company's employees can purchase for long-term disability coverage.
LTE	Learn to Earn	
LVER	Local Veterans Employment Representatives	LVERs assist veterans with employment and training needs. Is responsible for veterans programs in the local Employment Offices and offers Case Management and Counseling services to Veterans. Conducts workshops, such as Resume/ Cover Letters, Job Search and Internet.
LWIB	Local Workforce Investment Board	This is the employment & training advisory boards organized by geographic region. See REB and SDA.

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M.G. L	Massachusetts General laws	Codification of many of the statutes of the Commonwealth of Massachusetts.
Mass CIS	Massachusetts Career Information System	Internet-based interactive software system that provides occupational, labor market, and educational information to help Bay State residents make better-informed career and educational choices.
MCAD	Massachusetts Commission Against Discrimination	Chief civil rights agency to eliminate discrimination and protect civil rights of Massachusetts residents.
MCB	Massachusetts Commission for the Blind	State agency that works in partnership with legally blind individuals to reach their goals of independence and participation in their communities.
MCC	MassHire Career Center	
MDCS	MassHire Department of Career Services	
MCDHH	Massachusetts Commission for the Deaf and Hard of Hearing	Principal agency in the Commonwealth on behalf of people of all ages who are deaf and hard of hearing
MERLOT	Massachusetts Employer Relations Learning Opportunity Team	Group of practitioners from Career Centers and members of the MPW that develops policy recommendations for people working with employers.
MJQ	Massachusetts Job Quest	On-line application connecting people looking for employment or training assistance to MOSES.
MOSES	Massachusetts One-Stop Employment System	Database shared by all Career Centers and other operators of employment and training programs.
MPW	MOSES Policy Workgroup	Group of people from Career Centers and statewide programs and administration that oversees and develops policies needed by people using MOSES.
MRC	Massachusetts Rehabilitation Commission	Agency that promotes equality, empowerment and productive independence of individuals with disabilities.
MSC	MOSES Steering Committee	Group of people from Career Centers and statewide programs and administration that oversees and develops policies needed by people using MOSES.
MSP	Medical Security Program	Health insurance assistance provided through the Medical Security Program for residents of the Commonwealth who are receiving unemployment insurance benefits.
MSWB	MassHire State Workforce Board	
MTQ	Massachusetts Talent Quest	On-line application connecting employers looking for employment or training assistance to MOSES.
MWA	Massachusetts Workforce Association	
MWB	MassHire Workforce Board	
NAFTA	North America Free Trade Agreement	National program to re-train workers where jobs have gone to Mexico or Canada as part of an international economic assistance package.
NAGE	National Association of Government Employees	Union established to protect the rights of bargaining unit employees.
NAICS	North American Industry Classification System	Codifies industries and maintained by the US Census Bureau. Used by Canada, Mexico, and the United States. Replaces the SIC (Standard Industrial Classification).
NASWA	National Association of State Workforce Agencies	Non-profit organization established for the sharing of information and best practices related to workforce development.
NBER	National Bureau of Economic Research	A "private, nonprofit research organization" dedicated to studying the science and empirics of economics, especially the American economy.
NEBE	New England Board of Education	
NECTA	New England City and Town Areas	A geographic and statistical entity defined by the U. S. Office of Management and Budget, for use in

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		describing aspects of the New England region of the United States.
NEG	National Emergency Grant	Federal program providing training to specified workers from companies that closed.
NVTI	National Veterans Training Institute	Run by the Federal DOL and located in Colorado. This institute develops and provides training to DVOPs and LVERs.
O*NET	Occupational Network	A database of occupational requirements and worker attributes. It describes occupations in terms of the skills and knowledge required, how the work is performed, and typical work settings. O*NET was developed by the U.S. DOL.
OJT	On-the-job-training	Acquisition of skills within the work environment generally under normal working conditions.
Payinfo	Payment Information	Electronic pay advice for state employees over the web - 24 hours a day/seven days a week
PCP	Primary Care Physician	Physician/medical doctor who provides both the first contact for a person with an undiagnosed health concern as well as continuing care of varied medical conditions.
PIN	Personal identification System	Four number selected by claimant for accessing DUA's TeleCert.
POS	Point-of-Service	Point of service plans or POS insurance policies are similar to HMOs but offer more flexibility. Typically more expensive than an HMO but cheaper than a PPO, POS health insurance will consist of a monthly premium, a co-payment for network care, and a deductible for non-network care.
PR	Profiling	Program to identify UI claimants who receive assistance for getting back to work sooner. Right now all people who have been permanently separated from their employer are profiled.
QUEST	Quality Unemployment System Transformation	DUA Legacy Replacement Project.
REA	Re-Employment Assistance	Program to bring in UI claimants who attended a CCS, yet did not avail themselves of further services within 6 weeks, back to the One-Stop Career Center.
RESEA	Reemployment Services and Eligibility Assessment	Programing required for unemployment insurance dispensation
RR	Rapid Response	Federally funded program and state team that works with companies in Massachusetts who are in transition and laying off more than 50 workers. Provides services to both the employers and their employees.
SBA	Small Business Administration	Independent agency of the federal government to aid, counsel, assist and protect the interests of small business concerns, to preserve free competitive enterprise and to maintain and strengthen the overall economy of our nation.
SDA	Service Delivery Area	This is a regional workforce board comprised by a geographic accumulation of Cities and Towns organized into regional activities. It is a term defined by older non-active Workforce Development programs. This term has been replaced by another term, see LWIB.
Section 8	Housing Choice Voucher Program	
SIC	Standard Industrial Classification	Codifies employers. Replaced by NAICS.
SJS	Structured Job Search	More formal guidance required of Career Center's professional staff. Includes some classroom instruction. Used with the EAS program, this is replaced by JSJR.
SMARTT	System for Managing and Reporting through Technology	Web-based database system used by the state DOE, Adult Basic Education for ABE and ESOL providers and classes.
SOC	Standard Occupation Classifications	Codifies occupations. Maintained by the federal Department of Labor, Bureau of Labor Statistics.
SNAP	Supplemental Nutritional Assistance	

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SOC	Standard Occupation Classifications	Codifies occupations. Maintained by the federal Department of Labor, Bureau of Labor Statistics.
SSA	Social Security Administration	
SSI	Supplemental Security Income	Welfare assistance program.
SSDI	Social Security Disability Insurance	
STEM	Science, Technology, Engineering, and Mathematics	Fields are collectively considered core technological underpinnings of an advanced society
STEAM	Science, Technology, Engineering, Arts, and Mathematics	Fields that are defined science, and technology, interpreted through engineering, and the arts, and based in mathematics.
TAA	Trade Adjustment Act	National program to re-train workers where jobs have gone offshore.
TAARRNEG	Trade Adjustment Assistance, Rapid Response, National Emergency Grant	Project name for the integration of Trade/Rapid Response/NEG into MOSES. TAA, RR, and NEG programs were transferred from CommCorp to DCS
TAFDC	Transitional Assistance for Families with Dependent Children	Welfare assistance and training program for families with dependent children. Administered by DTA.
TANF	Transitional Assistance for Needy Families	Public assistance. Administered by DTA.
TAO	Transitional Assistance Office	Individual office providing TAFDC and TANF rights. Reports to DTA.
TAPR	Trade Act Participant Report	Report consisting of records for Trade Act participants who have exited during a particular quarter.
TEGL	Training and Employment Guidance Letter	Used to transmit policy and operational guidance to the Workforce Investment Act state and local workforce systems. Issued by Program Year (July 1 - June 30).
TeleCert	Telephone Certification	IVRS system for signing weekly UI benefits.
Title I	WIA Title I Grant	Funding training service for Dislocated Workers and/or Economically Disadvantaged (income below Low Income rate set by Federal DOL).
Title I A	WIA Title I - Adult	Economically Disadvantaged person over 18 years of age
Title I A	WIA Title I - Adult	Economically Disadvantaged person over 18 years of age.
Title I D	WIA Title I - Dislocated Workers	A dislocated worker is one who has been laid off his or her job or has gone back to work at a substantially reduced rate (underemployed).
Title I Y	WIA Title I - Youth	This Grant is for persons between the ages of 14 and 22 who are economically disadvantaged or lack basic skills necessary to achieve a diploma or get a job
Title II	WIA Title II Grant	Adult Basic education (instruction for people lacking an 8th grade education)
Title III	WIA Title III Grant	Provides basic funding available to every resident of the Commonwealth. Basic labor exchange service. See Wagner-Peyser.
Title IV	WIA Title IV Grant	Adult Basic Education (instruction for people lacking an 8 th grade education).
TOP (Section 30)	Training Opportunities Program	Federally-funded program that allows DUA to waive an active work search by claimants who meet certain eligibility requirements. Eligible claimants can continue to collect their UI benefits while in approved training.
TRA	Trade Readjustment Assistance	Federal worker retraining program for workers affected by plant closings.
Training Pro	Training Provided internet site	On-line application connecting schools and programs providing courses to MOSES.
TTW	Ticket to Work	Employment program for people with disabilities who are interested in going to work sponsored by Social

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		Security Administration
UCFE	UI Congressional Extension	Type of extensions for people who have exhausted their original UI benefits. Passed by Congress only during times of high unemployment or national crises.
UCX	UI Ex-Military	UI benefit program for ex-military.
UI	Unemployment Insurance	Funds paid by employers based on employee headcount and available as temporary income for eligible workers who become unemployed through no fault of their own and who are ready, willing, and able to work and have sufficient work and wages in covered employment.
UI - Claimant	Unemployment Insurance Claim	Person currently collecting UI benefits.
UI - Exhaustee	Unemployment Insurance Terminated	Person who has used up all the UI benefits they are entitled to in their benefit year.
UITCC	Unemployment Insurance Telephone Call Center	DUA's Call Centers
USDOL	Department of Labor	Federal agency that governs many employment & training programs
VWIP	Veterans Workforce Investment Program	Federally-funded program that supports employment and training programs to meet the needs of veterans with service-connected disabilities, veterans who have significant barriers to employment, veterans who served on active duty in the armed forces during a war or in a campaign or expedition for which a campaign badge has been authorized, and recently separated veterans.
Wagner-Peyser	WIA Title III Grant	Name of the federal act, passed during the Great Depression, which provides for basic labor exchange services. See Title III.
WARN	Worker Adjustment & Retraining Notification	Federally required notification for all employers closing and/or laying off a significant number of workers at one time.
WCAC	Workers' Compensation Advisory Council	Appointed by the Governor to monitor, oversee, and make recommendations to improve the workers' compensation system in the Commonwealth.
WCTF	Workforce Competitive Trust Fund	Three-year initiative focused on several critical industry sectors. It is designed to enable a broad range of residents—including older workers, low-wage workers, low-income individuals, disabled citizens, vulnerable youth, incumbent workers and the unemployed—to gain access to employment, education and the skills necessary to move forward along a career path leading to economic self-sufficiency.
WebCert	Web Certification	Online application for signing weekly UI benefits.
WIA	Workforce Investment Act	Federal program providing employment, training and education assistance. Replaces JTPA and amends other federal programs.
WIOA	Workforce Innovation Opportunity Act	
WOTC	Worker Opportunity Tax Credit	Federal program to provide tax credits to employers who hire people with certain income barriers.
WRIS	Wage Record Interchange System	A clearinghouse for state wage data that allows states to track the wage records of individuals who have participated in state workforce investment programs, then subsequently left the state, for performance reporting purposes.
WTF	Workforce Training Fund	State program financed entirely by Massachusetts employers; provide resources to MA businesses and workers to train current and newly hired employees.